

**CLEMSON UNIVERSITY
COMMISSION ON CLASSIFIED STAFF AFFAIRS
MINUTES**

September 10, 1991

Present: Teri Alexander, Annette Bangle, Lynn Belding, Marian Cappiello, Tony Craig, Pam Durham, Patricia Durham, Mary Gaines, Alan Godfrey, Ron Herrin, Phil Howard, Teresa Kelley, Lillian Lappie, Kay Long, Tammie McCall, John McKenzie, Stanlee Miller, Elizabeth Mills, Jana Mize, Ben Morton, Judy Mounter, Kathey Ricketts, Dot Roberts, Dick Simmons, Michael Simmons, Sandy Smith, Patsy Sowell, Margaret Spangenberg, Ruth Taylor, Ray Thompson, Frances Wald, Anolyn Watkins, Mary Joe Williams. *Fran Massey*

Absent: Charlotte Holmes, Kathy Hunter, Beth Jarrard, Mike McLeod, ~~Fran Massey~~.

From the Chair:

Patsy Sowell called the meeting to order. The agenda for the day was altered slightly to accommodate announcements and scheduling conflicts. Patsy turned the floor over to Ray Thompson.

From Ray Thompson, Personnel:

Two surveys were handed to representatives to the Commission:
1) Golf Survey form and 2) Employee Recognition Survey
Representatives were asked to review and share the information with constituents.

Introduction from the Chair:

Patsy introduced the guest speaker, Larry Ellis, Executive Director for the South Carolina State Employee Association. Highlights of Mr. Ellis' speech include:

- * Brief history of the Association.
- * Distribution of 1990-1991 Legislative Report.
- * Areas of concern/work for the Association:
 - a. Retirement
 - b. Health Insurance
 - c. Pay raises
 - d. Other benefits (annual, sick leave).

Mr. Ellis commented that the 1990-1991 legislative session was the roughest session due to financial constraints. Legislators agree with such issues as pay raises; however, the cost prevents action. A one percent raise for state employees costs \$13 million. South Carolina does not have the revenue growth that it once had - primarily due to a change in tax policy that affected the corporate side. The projected growth for the state has dropped dramatically.

Outlook for the future:

In terms of funding, the outlook is not promising. Retirement is a key issue for the future. Mr. Ellis feels strongly that the State needs to focus on retirement as other employers are doing, particularly if the State wants to compete as an employer and recruit and retain good staff.

Mr. Ellis encourages all employees to participate by joining the local chapter of SCSEA and watch for the local television commercials.

Questions from the floor:

- 1) Are figures available that show training costs?
No, none are available.
- 2) Faculty receive raises and classified staff do not?
State money is not appropriated by classification (i.e. classified or unclassified). Legislators have been very careful not to set divisions. All are state employees. Academic faculty is in a different category.

Report from the Chair:

The minutes from the August meeting were approved as written.

Report from the Ad-Hoc Election Committee:

Kay Long distributed a proposal to revise election procedures. The proposal was initiated to provide consistency in all Commission elections. Kay made a motion to waive the thirty day requirement for voting of new business (see policies and procedures) because of the timing. The motion was approved. Kay also moved that Appendix B should be replaced with a new Appendix B that was distributed. Discussion followed. Motion approved.

Report from the Treasurer:

Jana Mize reported that the Commission would provide assistance to the Commission Chair by providing 25% of mileage costs not to exceed \$865.00 . Funds are available for Faye Rister, if needed at the same percentage.

New Business:

Patsy handed out namebadges to new members.

The alternate slot to Joseph Rogers has not been filled.

Future Commission meetings will be held in the Student Senate Chambers.

A representative from Ron Herrin's office will be the guest speaker for the October meeting.

Ben Morton reminded all members that Benefits Fair is approaching and all representatives should attend and sign up to help with the Fair.

The meeting was adjourned at 11:30a.m.

Recorded by Teri Alexander.

NEXT MEETING: Tuesday, October 8, 1991 Student Senate Chambers. Guest Speaker: Nancy McConnell, representative from Payroll and Employee Benefits. 10:00am